



P.O. Box 1579 · Berea, KY 40403 · (859) 985-5355

## President's Message

Bonnie Nicholson

As president of the Kentucky League for Nursing, it is my pleasure to announce the establishment of another scholarship opportunity for aspiring nurse educators. In honor of her inspiration and commitment to quality nursing education, the KLN Board of Directors unanimously agreed to the establishment of the **Kathryn M. Mershon Nurse Educator Scholarship** to be awarded yearly during the KLN Annual Meeting.

Ms. Mershon is a nurse visionary who has demonstrated outstanding leadership in nursing and nurse education, and she serves as a role model for future leaders in nursing. Her innovative thinking and commitment continue to move nursing forward in a positive manner.

It was through Ms. Mershon's generous donation that the KLN was able to establish its first nurse educator scholarship, and her continuing generosity helps to perpetuate this opportunity. We are proud that she calls Kentucky "home."

The KLN Scholarship Committee is also now accepting applications for the **Brother Ignatius Perkins Nursing Faculty Scholarship** to be awarded at the KLN Annual Meeting. To apply for either of these scholarship opportunities, applicants must have:

- residency in the Commonwealth of Kentucky;
- graduated from an accredited baccalaureate school of nursing;

- hold an active license to practice nursing in the Commonwealth of Kentucky;
- hold current membership in the Kentucky League for Nursing;
- been accepted into a graduate level program leading to a degree in Nursing at either the masters or doctoral level; and
- the intention of remaining in the Commonwealth of Kentucky to teach in an undergraduate or graduate level program of nursing.

The applicant should submit a 500-word essay in the form of a letter describing how he/she meets the criteria, a current transcript to demonstrate current GPA, and two letters of support.

Finally, I remind you to submit your (continued on page 2)

## Curricular Innovation: Essentials for Nurse Educators

Our featured speaker for this year's KLN Nurse Educator Conference is **Tim Bristol, PhD, RN, CNE**.

Tim is an E-learning Specialist and Consultant who teaches face-to-face (F2F) and on-line courses in undergraduate and graduate nursing programs. Tim has provided faculty development for public and private institutions, facilitated strategic planning for E-Learning, and served as a coach for faculty and administrators. Tim also assists organizations in developing effective instructional design for F2F, clinical, and lab resource centers.

Some of Tim's topics will include:

- High Touch and Low Tech: We need to Connect

- Web 2.0: From Therapeutic Communication to Social Networking
- The Mobile Nurse Educator: From Wifi to Smartphones to Clickers, how do we keep it all straight and where to begin.
- The Classroom: Grounded and Online
- Clinical and Lab: Low Budget? Low Time? Yes You Can!
- Bringing it all Together: Your Class this Coming Fall

**2010 KLN Annual Meeting and Nurse Educator Conference  
May 13-14, 2010**

## Kentucky League for Nursing

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## Analysis of Faculty Ages Provided By 2007 -2008 KBN Annual Report

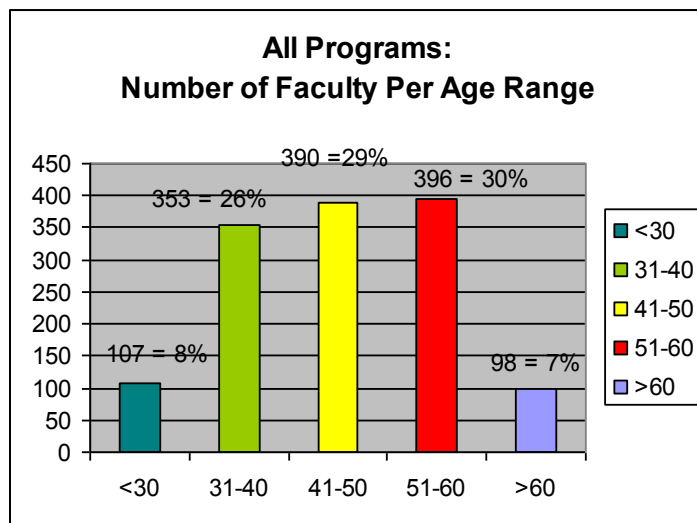
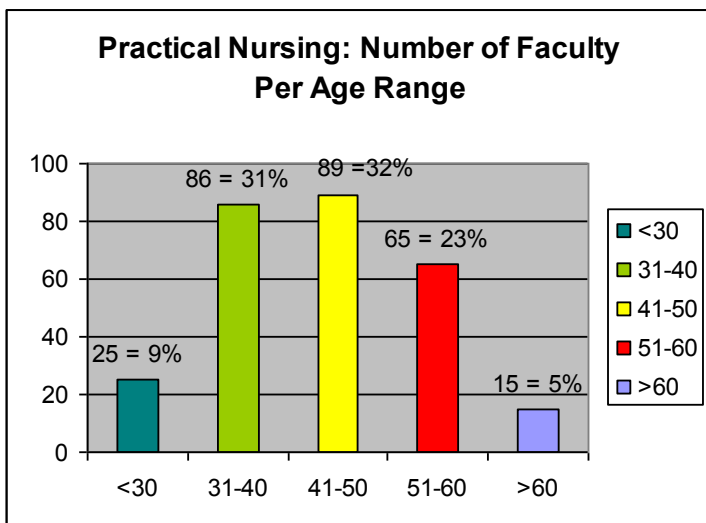
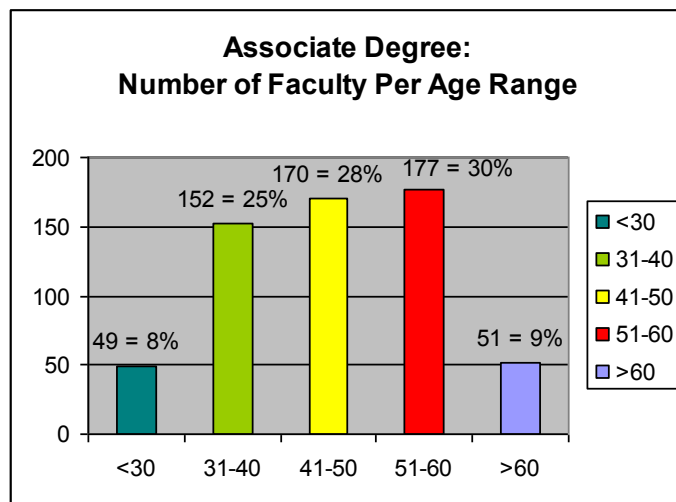
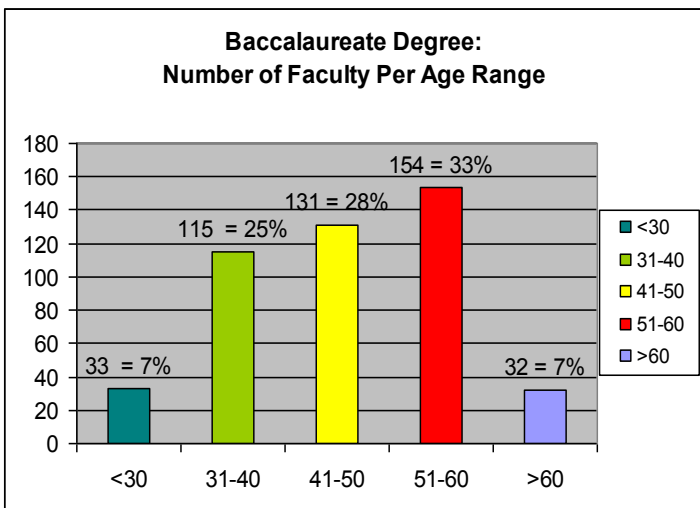
During the 2009 KLN Nurse Educator Conference, we received several inquiries regarding the demographic profile of current nurse faculty in Kentucky. An analysis of the ages of faculty was performed using the

2007 - 2008 Annual Programs of Nursing Report to the Kentucky Board of Nursing. According to information provided, there were 465 Full Time Baccalaureate Nursing (BSN) Faculty, 599 Full Time Associate

Degree Nursing (ADN) Faculty, and 280 Practical Nursing (PN) Faculty. In all programs, 60% or more of faculty were over the age of 41. A breakdown by age range is noted for

each type of program and the cumulative total for all programs.

Patricia Spurr and  
Suzette Scheuermann  
Kentucky Board of Nursing



### Call for Posters

Kentucky League for Nursing 2010 Nurse Educator Conference  
May 13-14, 2010, General Butler State Resort Park, Carrollton, KY

#### Submission Guidelines:

Prepare a narrative of the poster presentation including the title of the poster, abstract, participants' names and credentials, school affiliation, contact information. Submit your proposal through January 31, 2010 via e-mail to: emily.piercy@kctcs.edu.

### President's Message (continued from page 1)

considered nominations for the **KLN Award for Excellence in Nursing Education**. This honor will recognize significant contribution to excellence and innovation in nursing education contributing to the preparation of the nursing workforce in the Commonwealth of Kentucky. Refer to the nomination criteria on our website at: <http://www.nln.org/CLWebsites/Kentucky/AwardOfExcellence.pdf>. Please submit all nominations and applications to the Kentucky League for Nursing, PO Box 1579, Berea, KY 40403, not later than March 5, 2010.

## The Kentucky Nursing Capacity Consortium

The Kentucky Nursing Capacity Consortium (KNCC) is a statewide initiative to advocate and act to advance nursing workforce capacity to meet the Commonwealth's health care needs. Jane Kirschling, Dean of the University of Kentucky, College of Nursing, has been instrumental in establishing and supporting KNCC's efforts.

To summarize briefly, in March 2008 the Robert Wood Johnson Foundation; the U.S. Department of Labor, Employment and Training Administration; the Center to Champion Nursing in America; and the Department of Health and Human Services, Health Resources and Services Administration announced that they would host a summit exploring strategies to increase nursing education capacity. The summit focused on understanding strategies and fostering action at the state level around four issue areas: 1) Strategic Partnerships and Resource Alignment; 2) The Role of Policy and Regulation; 3) Increasing Faculty Capacity and Diversity; and 4) Education Redesign. States were invited to assemble teams and apply to participate in the summit.

The summit was marketed to state nursing workforce centers<sup>1</sup>, regional, state, and local workforce agencies, state hospital associations and governors. All states were invited to assemble a team and submit letters of application to attend the Nursing Education Capacity Summit (NECS). Teams of 10 were to be composed of individuals from each of the following seven categories:

**The nursing education system.** The team was to reflect the full spectrum of nursing education including diploma, associate, baccalaureate, and graduate education.

**Employers of nurses.** Employers, a critical resource in addressing bottlenecks in nursing education, could be represented by a hospital CEO, Chief Nursing Officer, or administrator; a state hospital association representative; community-based organizations; long-term care representatives; and/or a public health representative.

**The Workforce Investment System.** The Workforce Investment System engages partners and leverage resources to address critical workforce challenges. Representation could come from the state workforce agency, the Workforce Investment Board, and/or local Workforce Investment Board membership or staff.

**Regulatory bodies** such as the state board of nursing could facilitate innovative solutions by interpreting regulations, dispelling myths, and addressing barriers.

**Nursing leadership.** Nursing leadership organizations could be represented by a state's nursing workforce center, the state nurses association, and/or a union representative.

**Government agencies, policymakers and policy and consumer advocates.** The partnership could include state government agencies, legislative staff, and/or the state AARP representative.

**State or regional philanthropic organizations.** Teams could include representatives from philanthropic organizations that might be interested in supporting new or expanded state initiatives.

Interested teams were required to

submit a letter of application and letters of support from key partnership organizations to the Employment and Training Administration's Business Relations Group by mid-April 2008. Team selection was based on the following factors:

**Depth of partnership.** Were all of the required partners at the table? Was each partner committed to playing a clear, specific strategic role(s) in the partnership?

**Level of engagement with the nursing capacity issue.** Did the team articulate a sophisticated understanding of nursing workforce and education capacity issues in the state? Did it have a demonstrated track record of experience and success in developing strategic responses?

**Commitment to action following the Summit.** Has the team demonstrated its commitment to developing action plans and implementing solutions post-Summit? Was the team prepared to engage with sponsors and peer teams for one year after the forums?

**Demonstrated best practices.** Did the team have a demonstrated track record of best practices to share? Had the team demonstrated openness to exploring new evidenced-based solutions and creative practices?

The Kentucky Team for Nursing Education Capacity (KYTNEC) was formed in April 2008. The goal of the KYTNEC was to assure that Kentucky had an adequate supply of licensed practical nurses and registered nurses to meet the state's needs over the next decade. To achieve this goal the group needed to consider the current and potential nursing workforce. Nine

objectives were proposed:

1. Assess and make recommendations regarding the academic qualifications of high school students and adults who are interested in pursuing nursing, emphasizing both rural and urban areas of the State.
2. Explore and make recommendations regarding "best practices" for attracting underrepresented groups into nursing and supporting nursing students through scholarships, loans, and loan repayment programs.
3. Explore and make recommendations regarding retention and graduation of nursing students.
4. Assess the current nursing faculty workforce in terms of plans to remain in the faculty role, competitiveness of salary, and supply of master's and doctorally prepared faculty to sustain current capacity and expand in the future.
5. Explore the untapped potential among clinical staff for role transition and career paths to education and faculty roles.
6. Explore the feasibility of an educational consortium that shares faculty expertise across educational programs and institutions, potentially through the use of simulation and distance technology.
7. Explore the potential to expand the clinical capacity in Kentucky for student learning.
8. Explore and make recommendations regarding "best practices" for non-traditional delivery of practical and registered nursing programs as a strategy for increasing capacity.
9. Develop a legislative agenda to address the future nursing workforce needs related to nursing education.

(continued on page 4)

## The Kentucky Nursing Capacity Consortium (cont. from page 3)

KYTNEC's application to participate in the June 2008 NECS was not one of the 12 accepted by the KNCC for the Summit, but KYTNEC chose to move forward in addressing their nine objectives. Nine state-wide meetings have been held and have served to refine a statewide initiative to address issues related to Kentucky's nursing workforce. Participants included representatives from nursing education programs, nursing administration, clinical practice, and other health care industry and affiliated organizations.

KNCC established subgroups to work on issues including KNCC structure, retention of nursing students, faculty funding, nursing work environment, faculty recruitment, work life, and redesign of nursing education. The subgroup members meet in person or via conference calls between KNCC meetings to complete their assigned tasks, and their work is on-going.

Gail Wise, EdD, RN  
Associate Provost and Dean Nursing and Allied Health  
Gateway Community and Technical College

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Nurse Educator Conference  
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## Kentucky League for Nursing

A constituent of the  
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